BRAC – Personnel Rights and Responsibilities

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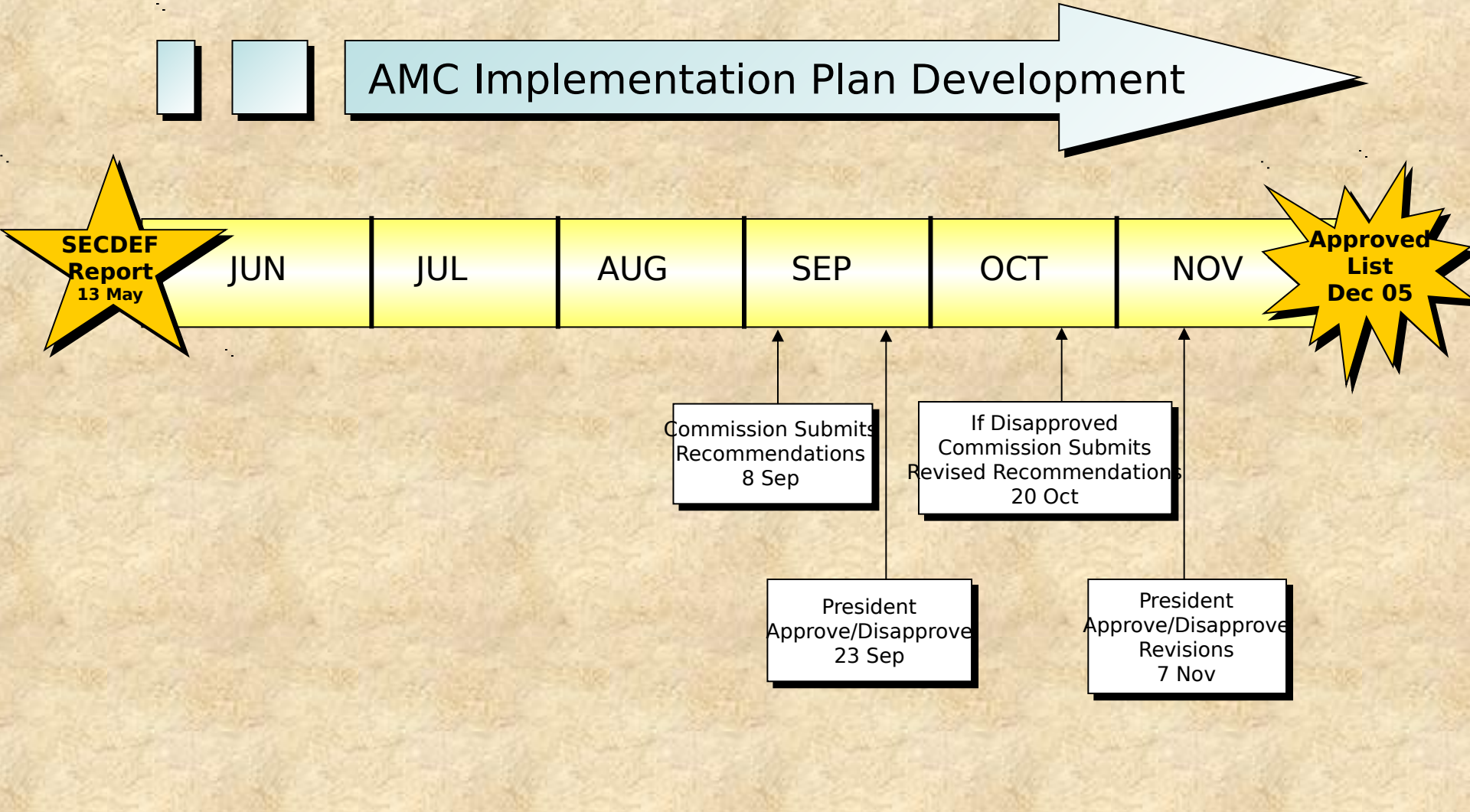
- Agenda
  - Welcome - Brian Deely – ODCS, G1
  - Opening Remarks – Ms. Szymanski, EDCG
  - Workforce Briefing – Ms. Debbie Jennings, Northeast Civilian Personnel Operations Center
  - Questions

BRAC – Personnel Rights and Responsibilities



BRAC – Personnel Rights and Responsibilities

- Survey Results:
  - HQs/USASAC
    - 495 total responses
    - Yes – 180 (36.4%)
    - No – 254 (51.3%)
    - Don’t Know – 61 (12.3)

BRAC – Personnel Rights and Responsibilities

- A new HQ AMC building is not currently under construction at Redstone
- Site has been selected

HQAMC

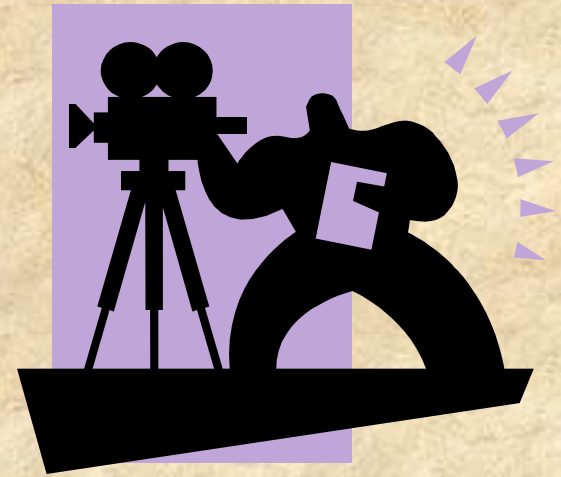
The Start of the Journey

Objectives

- Big picture overview of post BRAC decision
- HR Information relevant to potential organizational move under BRAC
- Pledge of future assistance
- Present opportunity for future discussion of question

Big Picture Overview

- VERY early notice
- Location, location, location
- Demand for skills, knowledge & ability
- Tenured workforce
- Assistance Programs



Transfer of Function

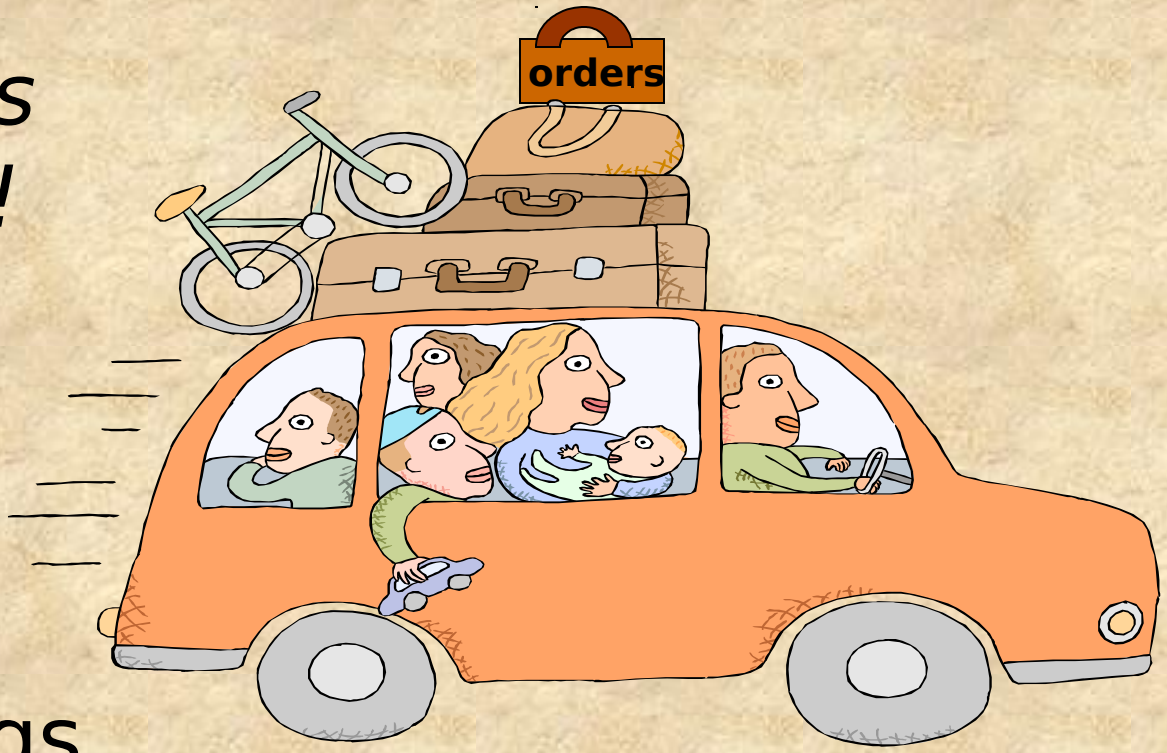
Defined

When employees accompany their work, when it is moved to a different competitive area or geographic location

Transfer of Function

If you Accept Transfer

Once it's official !



Pack your bags

Transfer of Function

If you Accept Transfer

Typical reimbursable expenses for PCS outside geographical area:

- House Hunting Trip
- Travel and Transportation Expenses
- Shipment of Household Goods (HHG)
- Temporary Storage
- Temporary Quarters Subsistence Expenses (TQSE)
- Real Estate Expenses
- Lease Breaking Expenses
- Miscellaneous Expenses

Transfer of Function

If you Decline Transfer – Possible Options

- Placement Programs
  - DoD Priority Placement Program (PPP)
  - Defense Outplacement Referral System (DORS)
  - Interagency Career Transition Assistance Program
  - Reemployment Priority List
- Assistance Programs
  - Army Career and Alumni Program
  - Job Exchanges
- Retraining Opportunities
  - Workforce Investment Act
- Apply for Federal Vacancies
- VERA/VSIP

Transfer of Function

If you Decline Transfer – Possible Options

- DoD Priority Placement Program
  - Provides placement opportunities through DoD
  - Automated placement system
  - Individuals register through CPAC
  - Candidates must be well-qualified for series/grade registered
  - Voluntary registration with the exception of those receiving severance pay (mandatory)
  - Mandatory placement when match found and employee well-qualified
  - Three levels of priority
    - Priority 1 – Reduction in Force
    - Priority 2 – Transfer of Function outside the commuting area
    - Priority 3 – Military Spouse Preference Program / DA Family Member Placement Program

Transfer of Function

If you Decline Transfer – Possible Options

- Defense Outplacement Referral System
  - Voluntary registration
  - May include spouses
  - May not be registered in PPP and DORS at the same time
- Interagency Career Transition Assistance Program
  - Government-wide program
  - Receive priority when applying for vacancies
  - Must be well qualified
  - For positions within local commuting area
- Reemployment Priority List
  - Government-wide program
  - Receive priority when applying for vacancies
  - For positions within local commuting area

Transfer of Function

If you Decline Transfer – Possible Options

- Army Career and Alumni Program
  - Job search services
  - Assistance with resume writing
  - Workshops for civilian workforce
  - One-on-One assistance for reviewing career choices
- Job Exchanges
  - Find someone willing to transfer
  - Person must qualify for your job
  - Make proposal to management – both sides must agree

Transfer of Function

If you Decline Transfer – Possible Options

- Workforce Investment Act
  - Department of Labor funded
  - Provides retraining and readjustment assistance
  - Assistance provided through state employment agencies
  - Employees must apply for assistance

Transfer of Function

If you Decline Transfer – Possible Options

- Apply for Federal Vacancies
  - Employees take the lead
  - Search Civilian Personnel On-Line (CPOL)
  - Search USAJOBS

Transfer of Function

If you Decline Transfer – Possible Options

- VERA / VSIP
  - In past BRAC rounds, VERA/VSIP played a key role in stabilizing civilian employment
  - Information will be provided as soon as it becomes available

Future Assistance

CPOC/CPAC

- Additional briefings
- Written information (i.e. Q & A’s)
- Websites
- More Information on Assistance Programs
- Individual Counseling
- Registration in Placement Programs

Websites

Federal Employment:

http://acpol.army.mil/employment/

Priority Placement Program:

http://www.cpms.osd.mil/vip/per_data/6313.htm

Army Career and Alumni Program:

http://www.cascom.army.mil/ACAP/ACAP.htm

Assistance for DoD Civilian Employees:

http://www.cpms.osd.mil/bractransition/

Displaced Employee Guide:

http://www.cpms.osd.mil/care/docs/deguide/pdf

AMC Transformation Website

http://www.amc.army.mil/trans/

Phone Numbers

ABC-C: 1-877-276-9287 (request annuity estimate)

CPAC: Maria Allen (advice & assistance)
DSN: 656-8673
Com: (703) 806-8673
Fax: (703) 806-8863

Suggestions

- Discuss options with family
- Prepare or update your resume
- Attend briefings
- Surf related internet sites
- Review options again
- Contact your CPAC specialist for assistance

Questions

- Use Form (on AMC Transformation Website)
- Submit to CPAC
- Will address questions, as appropriate, at future meetings or in written communications

Here's My Question

Question:

_____
_____
_____
_____

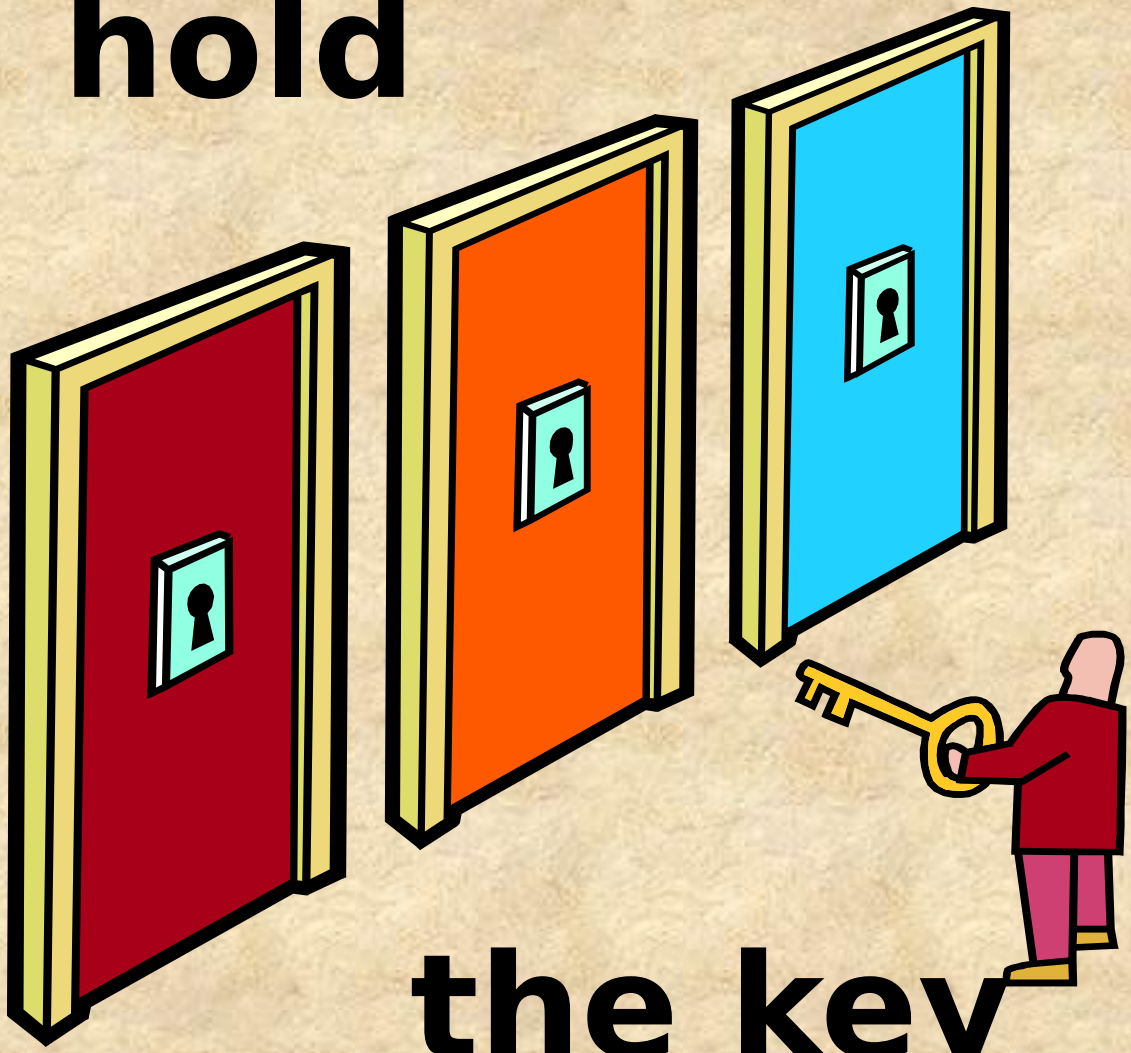
Send your question to the CPAC via either of these methods:

Email: maria.allen@us.army.mil
Fax: (703) 806-8863

- For further information/clarification on this question(s) contact me at:

_____ _____
Email address Name

You hold



the key